

CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 01/01/2018

	Mayor & Council ¹³	SEIU-General ¹	Executive ³	Benefit Group		SEIU-Refuse
				Level I (Confidential, Supervisory & Para-professional)	Level II (Sr. Mgmt, Mgmt & Professional)	
Health & Vision (Max City Contribution)	\$1,226/month	\$1,155/month	\$1,226/month	\$1,226/month	\$1,226/month	\$1,155/month
Dental (Max City Contribution)	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month
Medicare⁵	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life⁶	2x annual + AD&D ⁷	\$11,000	2x annual + AD&D ⁷	2x annual + AD&D ⁷	2x annual + AD&D ⁷	\$10,000
SDI	N/A	\$136/yr.	N/A	N/A ¹⁰	N/A	\$136/yr.
LTD	Available ⁸	N/A	Available ⁸	Available ⁸	Available ⁸	N/A
Def. Comp.⁹	\$75/month	May participate	\$75/month	\$75/month	\$75/month	May participate
401(a) Plan	N/A	N/A	May Participate ¹²	N/A	N/A	N/A
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate
Workers Comp.	80%/year	80%/year	80%/year	80%/year	80%/year	80%/yr.
Holidays	11	11	11	11	11	11
Vacation Accrual	N/A	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	Varies ²	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-9 yrs. = 144 hrs. 10+ yrs. = 184 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.
Sick Leave	N/A	12 days/year ¹¹	12 days/year	12 days/year	12 days/year	12 days/year
Administrative Leave¹⁴	N/A	N/A	48 hrs./FY	N/A	32 hrs./FY	N/A

1 Includes Police and Fire Trainees.

2 Executive vacation accrual rates may be reflected in individual contracts.

3 For Director Auto allowances and a complete list of eligible positions please refer to Section 15 of the Fringe Benefit & Salary Plan (FBSP). Fire and Police receive a car and fuel.

5 Only affects those employees hired on or after 04/01/86.

6 Monthly life insurance premiums are calculated at \$.20/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.

7 Two times the annual salary, rounded to the next highest \$1,000.

8 Cost for Plan is \$.48 for every \$1,000 of salary, with max of \$88.00/per month. Effective 7/1/11, employees will pay 100% of LTD premium, except IBEW field (City pays) and IBEW Supervisory (paid from Deferred Compensation City contribution). Execs in 401A plan pay own LTD premium.

9 Employee must contribute at least \$25/pay period to receive the City contribution. Employees in the Benefit Group I/II, Executive, and Mayor/Council units must contribute at least \$12.50 per pay period to receive the City contribution

10 Confidential employees hired before 1/1/16 are grandfathered in the SDI program with the City contributing \$136/year; employees hired after 1/1/16 will not be enrolled in the SDI plan.

11 General Unit employees hired on or after August 7, 1990 shall earn sick leave credit at the rate of four (4) hours per month of employment for the first two years of employment.

12 Executives have a one-time election period (30 days from promotion or hire date only); election is irrevocable.

13 Mayor receives \$500/mo auto allowance. Council receives \$350/mo auto allowance. Mayor and Council may elect to have a take-home City vehicle in lieu of an auto allowance.

14 Admin leave hours must be used in accordance to the FBSP Section 27. Hours are pro-rated for new hires or promoted employees.

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	Public Utilities (IBEW) Field	Public Utilities Field (IBEW)Supervisory	Police -RPOA	Police-RPOA Supervisory (Sergeants)	Police Management - RPAA (Lieutenants & Captains)	Fire -RCFA	Fire Management- RFMG
Health & Vision (Max City Contribution)	\$1,255/month	\$1,255/month	\$1,287/month	\$1,287/month	\$1,287/month	\$1,020/month	\$1,110/month
Dental (Max City Contribution)	\$55/month	\$55/month	Part of Health	Part of Health	Part of Health	\$35/month	\$35/month
Medicare ¹	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life ²	\$75K + AD&D	2x annual + AD&D ¹¹	\$6,000	2x annual + AD&D ³	2x annual +AD&D ³	\$10,000	2x annual + AD&D ³
SDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LTD	\$25.60 ⁴	Available ⁴	Provided through association	\$15 ⁵	\$15 ⁵	Provided through association	\$10 ⁵
Def. Comp. ⁶	May participate	\$250/month	May participate	\$200 or \$215 ¹²	\$200 or \$215 ¹²	May participate	\$200 or \$210 ¹²
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate	May participate
Workers Comp	80%/year	80%/year	100%/yr.	100%/yr.	100%/yr.	100%/yr.	100%/yr.
Holidays	11	11	12	13	13	11	11
Vacation Accrual	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	0-9 yrs. = 128 hrs. ¹² 10+ yrs. = 168 hrs. ¹²	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs. 10-14 yrs. = +20 hrs ⁷ 15+ yrs. = +40 hrs. ⁷	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10 +14 yrs. = 160 hrs. 15 +yrs. = 200 hrs. 10-14 yrs. = +20 hrs ⁷	0+ yrs. = 200 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. ⁸ 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. ⁸ 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.
Sick Leave ⁹	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year

1 Only affects those employees hired on or after 04/01/86.

2 Monthly life insurance premiums are calculated at \$.20/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.

3 Two times the annual salary, rounded to the next highest \$1,000.

4 For IBEW Field, monthly premium is \$25.60. For IBEW Supervisory cost for Plan is \$.48 for every \$1,000 of salary, with max of \$88.00/per month; paid for out of City contribution to Def Comp.

5 If elected, LTD for Fire Management, Police Management, and Police Supervisory is paid for out of the City's contribution to deferred compensation. Enrollment is done thru the Association. Assistant & Deputy PD Chief classes participate in the MGMT LTD plan, not thru Union.

6 Employee must contribute at least \$25/pay period to be eligible for the City contribution.

7 An employee with 10 to 14 years of service may accrue an additional 20 hours, if in preceding year employee used less than 50 hours of sick leave. An employee with 15 + years of service may accrue an additional 40 hours, if in preceding year employee used less than 50 hours of sick leave.

8 All Fire Prevention employees accrue at the same rate as General Unit.

9 Please refer to Section 7 of the Fringe Benefits & Salary Plan (FBSP).

10 The City monthly contribution is \$210 (Fire) or \$215 (Police) to the 457b deferred compensation plan, or \$200 if enrolled in LTD. Employee must contribute at least \$25 per pay period to receive the City contribution.

11 The IBEW Supervisory correct life policy is twice the annual salary plus AD&D; The MOU language needs to be corrected.

12 Vacation accrual information on MOUS needs to be corrected, IBEW Supervisory retained Level I accrual benefits